

### AMENDMENTS TO THE CLAIMS:

Please cancel claims 3, 5, 8 to 11, 14, 15, 19 to 21, 24, 25, 29 to 31, 34, 35 and 39 to 41, without prejudice or disclaimer of subject matter, add new claim 42, and amend claims 1, 12, 22 and 32, as shown below. This listing of claims replaces all prior versions, and listings, of claims in the application:

#### Listing of Claims:

1. (Currently Amended) A method comprising:
  - obtaining human performance related data from at least one remotely located application service provider;
  - organizing the data into ~~at least one metric~~ a plurality of metrics, the plurality of metrics including non-user-modifiable individual, group and enterprise workforce metrics each comprising an indicator of individual, group and enterprise performance toward predefined workforce business goals, respectively, and user-modifiable individual, group and enterprise metrics each comprising an indicator of individual, group and enterprise performance toward personalized business goals, respectively, the plurality of metrics organized by metric category;
    - adding a user-modifiable individual, group or enterprise metric to the plurality of metrics;
    - displaying a scorecard section operable to view the plurality of non-user-modifiable individual, group or enterprise workforce metrics;
    - displaying a metric section operable to view the user-modifiable individual, group and enterprise metrics;
    - displaying an intentions section operable to register a personalized business goal influenced by at least one of the plurality of metrics;
  - preparing an interpretation of the data organized into the plurality of metrics ~~at least one metric;~~ and, the interpretation including a recommended action or an estimated cost savings;
    - displaying an analysis section operable to graphically display individual, group or enterprise performance of a metric category in comparison to an industry benchmark, and to

display a list of metrics in the metric category and the recommended action or estimated cost savings; and

generating a survey based upon the recommended action

providing interactive, on-line access to the data organized into at least one metric and to the interpretation.

2. (Original) The method of claim 1 wherein obtaining human performance related data comprises obtaining the data from at least one locally stored application.
3. (Cancelled)
4. (Original) The method of claim 1 wherein organizing the data into at least one metric comprises maintaining a historical record of data organized into at least one metric.
5. (Cancelled)
6. (Original) The method of claim 1 wherein preparing the interpretation comprises identifying if a predetermined set point value for the data organized into at least one metric has been exceeded.
7. (Original) The method of claim 1 wherein preparing the interpretation comprises comparing a value of the data with a value of a predetermined goal.
8. to 11. (Cancelled)
12. (Currently Amended) A system comprising:
  - at least one remotely located application service provider; and
  - a local processor device;
  - wherein the processor device is ~~configured to~~ configured to:

obtain human performance related data from the at least one remotely located application service provider,

organize the human performance related data into a plurality of metrics, the plurality of metrics including non-user-modifiable individual, group and enterprise workforce metrics each comprising an indicator of individual, group and enterprise performance toward predefined workforce business goals, respectively, and user-modifiable individual, group and enterprise metrics each comprising an indicator of individual, group and enterprise performance toward personalized business goals, respectively, the plurality of metrics organized by metric category at least one metric,

add a user-modifiable individual, group or enterprise metric to the plurality of metrics,

display a scorecard section operable to view the plurality of non-user-modifiable individual, group or enterprise workforce metrics,

display a metric section operable to view the user-modifiable individual, group and enterprise metrics,

display an intentions section operable to register a personalized business goal influenced by at least one of the plurality of metrics,

prepare an interpretation of the human performance related data organized into the plurality of metrics, the interpretation including a recommended action or an estimated cost savings, at least one metric, and

display an analysis section operable to graphically display individual, group or enterprise performance of a metric category in comparison to an industry benchmark, and to display a list of metrics in the metric category and the recommended action or estimated cost savings, and

generate a survey based upon the recommended action

provide interactive, on-line access to the human performance related data organized into at least one metric and to the interpretation.

13. (Original) The system of claim 12 further comprising at least one locally stored application, wherein the processor device is configured to obtain human performance related data from the at least one locally stored application.
14. (Cancelled)
15. (Cancelled)
16. (Original) The system of claim 12 wherein the processor device is further configured to identify if a predetermined set point value for the data organized into the at least one metric has been exceeded.
17. (Original) The system of claim 12 wherein the processor device is further configured to maintain an historical record of the data.
18. (Original) The system of claim 12 wherein the processor device is further configured to compare a value of the data with a value of a predetermined goal.
19. to 21. (Cancelled)
22. (Currently Amended) An apparatus comprising:  
a processor; and  
a memory unit;  
wherein the processor is ~~configured to~~ configured to:  
obtain human performance related data from at least one remotely located application service provider,  
organize the human performance related data into a plurality of metrics, the plurality of metrics including non-user-modifiable individual, group and enterprise workforce metrics each comprising an indicator of individual, group and enterprise performance toward predefined workforce business goals, respectively, and user-modifiable individual, group and

enterprise metrics each comprising an indicator of individual, group and enterprise performance toward personalized business goals, respectively, the plurality of metrics organized by metric category at least one metric,

add a user-modifiable individual, group or enterprise metric to the plurality of metrics,

display a scorecard section operable to view the plurality of non-user-modifiable individual, group or enterprise workforce metrics,

display a metric section operable to view the user-modifiable individual, group and enterprise metrics,

display an intentions section operable to register a personalized business goal influenced by at least one of the plurality of metrics,

prepare an interpretation of the human performance related data organized into the plurality of metrics, the interpretation including a recommended action or an estimated cost savings, at least one metric, and

display an analysis section operable to graphically display individual, group or enterprise performance of a metric category in comparison to an industry benchmark, and to display a list of metrics in the metric category and the recommended action or estimated cost savings, and

generate a survey based upon the recommended action

provide interactive, on-line access to the human performance related data organized into at least one metric and to the interpretation.

23. (Original) The apparatus of claim 22 wherein the processor is further configured to obtain the human performance related data from at least one locally stored application.

24. to 25. (Cancelled)

26. (Original) The apparatus of claim 22 wherein the processor is further configured to identify if a predetermined set point value for the data organized into the at least one metric has been exceeded.

27. (Original) The apparatus of claim 22 wherein the processor is further configured to maintain an historical record of the data organized into the at least one metric.

28. (Original) The apparatus of claim 22 wherein the processor is further configured to compare a value of the data with a value of a predetermined goal.

29. to 31. (Cancelled)

32. (Currently Amended) An article comprising a computer-readable medium that stores computer executable instructions for causing a computer system to:

obtain human performance related data from at least one remotely located application service provider,

organize the human performance related data into a plurality of metrics, the plurality of metrics including non-user-modifiable individual, group and enterprise workforce metrics each comprising an indicator of individual, group and enterprise performance toward predefined workforce business goals, respectively, and user-modifiable individual, group and enterprise metrics each comprising an indicator of individual, group and enterprise performance toward personalized business goals, respectively, the plurality of metrics organized by metric category at least one metric,

add a user-modifiable individual, group or enterprise metric to the plurality of metrics,  
display a scorecard section operable to view the plurality of non-user-modifiable individual, group or enterprise workforce metrics,

display a metric section operable to view the user-modifiable individual, group and enterprise metrics,

display an intentions section operable to register a personalized business goal influenced by at least one of the plurality of metrics,

prepare an interpretation of the human performance related data organized into the plurality of metrics, the interpretation including a recommended action or an estimated cost savings, at least one metric, and

display an analysis section operable to graphically display individual, group or enterprise performance of a metric category in comparison to an industry benchmark, and to display a list of metrics in the metric category and the recommended action or estimated cost savings, and generate a survey based upon the recommended action  
~~provide interactive, on-line access to the human performance related data organized into at least one metric and to the interpretation.~~

33. (Original) The article of claim 32 further comprising instructions for causing the computer system to obtain human performance related data from at least one locally stored application.

34. (Cancelled)

35. (Cancelled)

36. (Original) The article of claim 32 further comprising instructions for causing the computer system to identify if a predetermined set point value for the human performance related data organized into the at least one metric has been exceeded.

37. (Original) The article of claim 32 further comprising instructions for causing the computer system to maintain a historical record of the human performance related data organized into the at least one metric.

38. (Original) The article of claim 32 further comprising instructions for causing the computer system to compare a value of the data with a value of a predetermined goal.

39. to 41. (Cancelled)

42. (New) The method of claim 1, wherein the at least one of the plurality of metrics corresponds to a number of new customers, an employee turnover rate, a customer satisfaction

rating, a non-deployed percentage, a development rate, a leading edge technology sales, a use of online development, a percent increase in global sales, and/or a proposed project revenue.